261/007

What is claimed is:

1.   A web-based hiring system employing a computer-implemented stack ranked table means, said system comprising:

announcement means for announcing a job vacancy and inviting a job applicant to
5   visit a website identified by a first uniform resource locator;

first computer means for determining whether said job applicant has previously completed a screening solution;

second computer means for providing a second uniform resource locator to said job applicant if said first computer means determines that said job applicant has not
10   previously completed a screening solution;

screening solution means for screening applicants for a job vacancy, the screening solution means being implemented on a website identified by said second uniform resource locator and eliciting screening answers from said job applicant to a limited set of screening questions, said limited set being selected to test particular competencies
15   predictive of successful performance of the type of job covered by said job vacancy;

stack ranked table means implemented by a computer for ranking said job applicant in order against a plurality of other applicants, said stack ranked table means initially ranking said job applicant and said other applicants in order from first to last as soon as said applicant inputs said screening answers;
20   selection solution means for selecting advancing applicants from said stack ranked table, said selection solution means eliciting selection answers from said job applicant and said plurality of other applicants responsive to selection questions, said selecting being accomplished by said selection means evaluating said selection answers and said stack ranked table means re-ranking said job applicant and said plurality of other job applicants,
25   said selection questions being selected to test particular competencies predictive of successful performance of the type of job covered by said job vacancy;

interview solution means for providing a structured interview of said advancing applicants, said structured interview comprising interview questions provided via computer to a person conducting said structured interview, said stack ranked table means
30   receiving from said interview solution means interview scores provided by said person, and said stack ranked table means re-ranking said advancing applicants upon receiving said interview scores, said interview questions being selected to test particular

competencies predictive of successful performance of the type of job covered by said job vacancy;

35   performance evaluation recordation means for recording a performance evaluation of said job applicant if said job applicant is hired;

correlation means for correlating said performance evaluation with said screening answers and said selection answers;

system adjustment means for adjusting said web-based hiring system in response to 40   said correlating.